

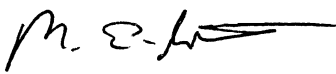
Mediated Side letter #1 regarding Compensation
December 16, 2009

The parties agree that the reopener negotiations for 2011-2012 will resume with the acknowledgment that there have been productive discussions pertaining to the salary scales, compaction and potential modification of the compensation plan.


The parties agree that the information shared, and the concepts and discussions occurring in the 2008 successor negotiations shall frame the basis of salary negotiations going forward in reopener negotiations.

Both parties reserve the right to make proposals and introduce concepts, including but not limited to the relationship of the award of Distinguished Status and advancement from Librarian Step V to Librarian Step VI. In the interim between the date of this side letter and the commencement of the 2011-2012 reopener negotiations, both parties agree to share information on current practices regarding this issue.

Agreed to by the UC-AFT:

T.A. 12/16/09 M. E.  UC-AFT

Agreed to by the University:

TA 12/16/09 

Date: